

**From:** [NonprofitWebAdvisor](#)  
**To:** [Kent Smith](#)  
**Subject:** DOL Proposes Revisions to FLSA Overtime Rules: Employer Costs Likely to Increase Soon. Register!  
**Date:** Tuesday, July 28, 2015 9:07:34 AM

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***In Conjunction with HRWebAdvisor:***

## **DOL Proposes Revisions to FLSA Overtime Rules: Employer Costs Likely to Increase in the Near Future**

**Step-by-step guidance through the proposed  
new FLSA overtime regulation revisions**

The Department of Labor has now issued its long awaited proposed revised overtime regulations to the Fair Labor Standards Act. The last major revisions to the FLSA were in 2004 and employers have been operating under these standards since then. The proposed revisions reflect a significant change in how employers can determine which employees are exempt and which employees will now be entitled to overtime. One thing that won't change, however: when implemented, failure to be in compliance with the new requirements can result in significant liability for an employer.

We'll cover:

- In-depth overview of the proposed overtime revisions and what they mean for employers.
- The significance of the new proposed revised regulations with regard to how many additional employees will now be entitled to overtime pay.
- Changes with regard to the salary level test for determining who is an exempt employee that will now make many more employees eligible for overtime.
- And more!

Please join Melissa Fleischer, attorney at law, as she provides in-depth analysis of the proposed new FLSA overtime regulation revisions and how employers should implement these to help protect them from liability for misclassification of employees. In addition Ms. Fleischer will discuss the amount of overtime employers may be required to pay under the new overtime rules to employees who were previously not entitled to overtime since they were previously classified as exempt.

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| <b>Date:</b> | August 12, 2015, 1 PM Eastern. |
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|---------------------------|--|
| <b>Duration:</b>          | Scheduled for 90 minutes including question and answer period.   |
| <b>Price:</b>             | <ul style="list-style-type: none"> <li>• \$299.00 webinar</li> <li>• \$349.00 CD (Includes full audio presentation, Q&amp;A session and presentation slides)</li> <li>• \$449.00 webinar + CD</li> </ul> <i>* Each option may be viewed by an <b>unlimited</b> number of attendees from the same connection.</i> |
| <b>CE Credits:</b>        | This program has been approved for 1.5 general recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.   |
| <b>Presenter:</b>         | Melissa Fleischer, Attorney at Law, President and Founder, HR Learning Center LLC.   |
| <b>Who Should Attend?</b> | HR, training, in-house counsel, financial officers, and CEOs.  |

## WHAT YOU'LL LEARN

Just a sampling of what this webinar will cover:

- Changes in the proposed revised regulations with regard to the duties test that will now make more employees eligible for overtime and which can subject employers who fail to get it right to potential liability.
- Recommendations for how employers can best deal with the additional overtime they may have to pay as a result of the proposed revised regulations.
- When employers can expect these proposed revised regulations to become effective.
- AND MUCH MORE!

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## YOUR CONFERENCE LEADER

Your conference leader for **DOL Proposes Revisions to FLSA Overtime Rules: Employer Costs Likely to Increase in the Near Future** is Melissa Fleischer, attorney at law and is the president of HR Learning Center LLC. Ms. Fleischer is a management-side employment attorney with over 20 years' experience representing clients in employment discrimination litigation as well as providing preventive counseling and training on workplace issues. HR Learning Center LLC offers training seminars, webinars, and consulting on a variety of workplace and human resources issues. She is also a frequent speaker on a wide range of employment law topics including: workplace investigations, anti-harassment training, FMLA and ADA training, workplace violence prevention, etc. Ms. Fleischer earned her J.D. degree from the George Washington University School of Law.

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